Manitoba

Annual Report 1987 - 88

Labour

Pay Equity Bureau

Manitoba

Minister of Labour

Winnipeg, Manitoba, CANADA
R3C 0V8

To His Honour
George Johnson
Lieutenant-Governor of Manitoba

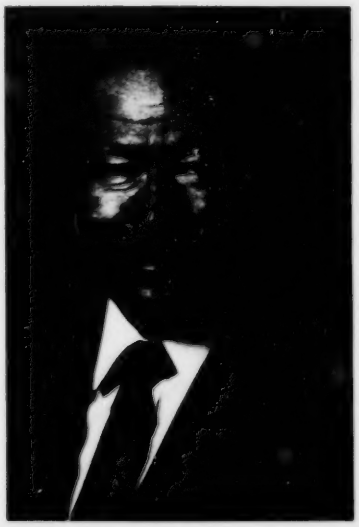
Sir,

May it please your Honour, it is my pleasure to present to you the annual report of the Manitoba Pay Equity Bureau for the fiscal year ending March 31, 1988.

Respectfully submitted,

E Connery

Honourable Ed Connery
Minister Responsible for
The Pay Equity Act



Manitoba

Labour Pay Equity Bureau

Room 609
Manulife House
386 Broadway
Winnipeg, Manitoba, CANADA
R3C 3R6

(204) 945-0475

To The Honourable Ed Connery
Minister Responsible for the
Administration of the Pay Equity Act

Sir,

I am pleased to present to you, the annual report of the Pay Equity Bureau for the fiscal year ending March 31, 1988.

Respectfully submitted,

Roberta Ellis-Grunfeld.

Roberta Ellis-Grunfeld
Executive Director

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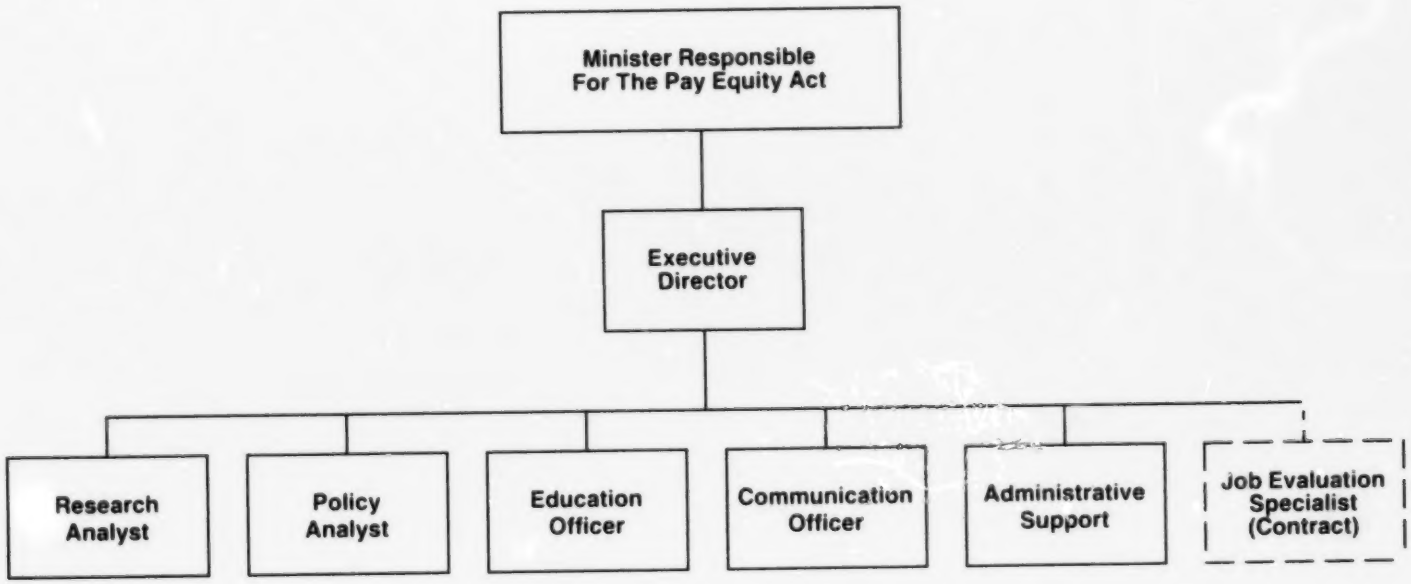


A Tribute to Carole Geller

"To Carole Geller in recognition of your contribution to equality and human rights." These are the words on the Order of the Buffalo Hunt bestowed upon Ms. Geller by the Manitoba government shortly before her death on November 8, 1987.

Carole Geller's contribution to equality and human rights issues was extensive. In 1973, after two years with the Manitoba Human Rights Commission, she was appointed as the first director of the Human Rights Commission in Saskatchewan.

From 1980 to 1984 Ms. Geller consulted on human rights and affirmative action while earning her Bachelor of Laws degree from the University of Toronto. In the fall of 1987, she completed her thesis on affirmative action and equality theories and attained her masters degree in law from Osgoode Hall.

This background, and a long history of active commitment to equality in Manitoba and nationally resulted in Ms. Geller's appointment as the first executive director of Manitoba's Pay Equity Bureau.

We are all the beneficiaries of her dedication to pay equity. We at the bureau will continue to be inspired by her commitment to a society in which human justice is a way of life.

Background

Pay equity is based on the principle that women performing jobs of equal or comparable value to jobs performed by men in the same organization are entitled to the same pay. Pay equity is also based on the belief that many jobs have been underpaid, not because they are less valuable, but because they are done by women.

In its simplest form, pay equity is the examination of a pay plan to determine if there are elements of gender-bias in the organization's compensation practice and, if so, to negotiate wage adjustments to eliminate this bias.

The Pay Equity Act, passed in 1985, established a process and a timetable for introducing pay equity into some of the public sector, specifically the Manitoba Civil Service, Crown entities, 23 hospitals and 4 universities. The Pay Equity Bureau was established at the same time.

In October 1987, Ms. Roberta Ellis-Grunfeld was appointed executive director of the Pay Equity Bureau. She is Pay Equity Commissioner for the Manitoba Civil Service Commission and, from the beginning of 1987, also held the position of acting executive director of the bureau after Ms. Carole Geller left due to illness.

The Pay Equity Bureau

Mandate

The Pay Equity Bureau is established under section 5(1) of The Pay Equity Act.

Managed by the executive director, the bureau is responsible for advising the negotiating parties, monitoring the progress of implementation, submitting an annual report to the minister, which is tabled in the legislative assembly, and preparing and maintaining appropriate documentation. In addition, the office is responsible for ensuring information and educational materials are available to employers, employees, bargaining agents and the public in general.

The bureau also assists organizations not covered by the act, which are incorporating pay equity principles into their system of compensation.

While the primary role of the executive director and staff is to support and facilitate the negotiated process, the executive director can also refer parties to adjudication if their reports are not filed with the bureau as required.

The mandate of the bureau requires that high priority be placed on monitoring, analysis and education. Manitoba's pro-active implementation model demands careful monitoring and review, and the reporting requirements placed on the organization demand thorough documentation. To this end, the bureau has developed a monitoring process consistent with the requirements of The Pay Equity Act. In addition, the bureau provides support to parties implementing pay equity in the form of research and technical assistance, training materials and research information from other jurisdictions.

The educational role of the bureau is twofold: to provide information to parties implementing pay equity, and to the general public. Literature on pay equity has been developed in the bureau for distribution to both groups.

Each organization covered by the act appointed a pay equity officer, responsible for overseeing the process of implementation. Regular meetings with pay equity officers provide a forum for the exchange of information and ideas between the legislated entities and the bureau. The bureau organized training workshops for management and employee representatives on the technical aspects of pay equity implementation. Materials developed for the workshops addressed such topics as job evaluation, job analysis and wage adjustments.

Much of the general public demand for information comes from people interested in the Manitoba model, which, with its pro-active approach, is at the forefront of Canadian pay equity development. The bureau has received a large number of information requests from a variety of sources including businesses, academics, unions and the general interested public. Over 2,000 information kits were distributed in Manitoba and elsewhere in 1987-88. Bureau staff conducted speaking engagements to managers, researchers, union representatives, professional associations, women's groups, personnel firms, industry organizations and public sector officials.

The mailing for the bureau's newsletter, Equality at Work, increased in 1987-88 from 3,000 to approximately 10,000.

The Manitoba Civil Service

Phase One — 1985-86

When The Pay Equity Act was passed, a Pay Equity Commissioner, Roberta Ellis-Grunfeld was appointed to oversee the process in the Civil Service Commission.

Implementation of The Pay Equity Act in Manitoba relies on the collective bargaining process. Most public sector entities are unionized. As collective bargaining is the established means for addressing wage issues, a collectively negotiated pay equity plan ensures fairness for both management and labour. In the case of the civil service, pay equity negotiations took place at a separate bargaining table.

At the time the process began (October 1, 1985), the Manitoba Government Employees' Association (MGEA) represented approximately 15,000 of the 17,800 civil service employees.

Approximately 2% of the remaining employees (mainly males) were represented by other professional associations: the Legal Aid Lawyers Association (LALA); Manitoba Association of Crown Attorneys (MACA); Manitoba Medical Association (MMA); and the Organization of Professional Engineers Employed by the Province of Manitoba (OPEEPM). Approximately 6% of the civil service are not part of a bargaining unit. Excluded employees are those who primarily perform management functions or who are employed in a confidential capacity. Secretaries to ministers or deputy ministers are examples of excluded female job classes.

During the first phase of negotiations the joint management/labour negotiating team selected a job evaluation system and identified gender-dominated job classes to be included in the implementation process. Of the many job evaluation systems which exist in Canada, negotiators from the Civil Service Commission and the MGEA selected the Hay System of job evaluation. The Pay Equity Act clearly spells out which classes must be included. Where a job class consists of 10 or more employees and is 70 per cent male or female-dominated, it must be evaluated. There were 48 MGEA and two non-MGEA female-dominated classes which met this 10/70 rule.

In addition, the act allows for inclusion of other classes if the negotiating parties agree. The Civil Service Commission and the MGEA agreed to consider for adjustment 32 additional female-dominated classes with fewer than 10 incumbents. One class was non-MGEA. These classes were mainly included to complete a series of female-dominated job classes where one class in the series had fewer than 10 incumbents but the others did not, or to ensure minimal disruption to traditional female career paths.

The first agreement covering the job evaluation system and the classes for inclusion was signed on June 25, 1986, and was filed with the Pay Equity Bureau within the legislated timeframe.

The process of evaluating jobs began. A separate rating committee was established, consisting of five management and five labour representatives. The committee studied 197 gender-dominated classifications representing almost two-thirds of the civil service workforce. Non-MGEA classes were studied by the management component of the rating committee in consultation with the professional associations.

Evaluated Job Classes

	Female-Dominated	Male-Dominated
MGEA	48	134
Professional Associations	0	7
Excluded Employees	2	6
	50	**147**

The female-dominated job classes represented approximately 5400 employees, or 60% of females in the civil service. The male-dominated job classes represented about 5600 employees.

The 32 additional classes with fewer than ten employees were considered for adjustment but were not included in the evaluation phase. (Further information is included in Appendix A.)

Training sessions were held for management, union and employees to provide information on the job evaluation system and the concept of gender-neutrality in job description writing. An employee was selected from each job classification and asked to re-write his or her job description.

Job descriptions were agreed to by the employee and supervisor, and forwarded to the rating committee. The committee applied the Hay System of job evaluation to assign point values to the jobs, based on the factors outlined in the legislation: skill, effort, responsibility and working conditions.

After the value of the jobs was determined, the bargaining team began to examine the pay practice in the civil service to determine if there was a single system for compensating employees, or whether gender-discrimination had entered into the system, resulting in a two-tier compensation practice, one for female-dominated job classes and one for male-dominated job classes.

Phase Two — 1986-87

Manitoba's pay equity legislation was structured so that management and labour negotiate and select an approach to implementation which is effective for their organization.

The Manitoba government and the MGEA considered a number of possible approaches to identifying and correcting gender-discrimination in pay practice.

After rating, the points for a particular job class were matched with the hourly maximum wage rate and plotted on a graph.

Using a statistical approach called regression analysis, separate pay lines were determined for the male and female-dominated job classes. The parties were able to observe that the wage or pay line for female classes was substantially below the male pay line. This demonstrated that employees in female-dominated job classes were being paid less than employees in male-dominated classes of comparable value.

The parties agreed that the method they would use to correct this gender wage gap would be to equate the two pay lines, i.e. to move the female pay line to the male pay line.

The Pay Equity Act stipulates that no employer can reduce the wages of any employee in order to implement pay equity. Therefore, by adjusting the hourly maximum wage rate for women, the pay line for female classes would move to the male line, thus removing the identified wage gap.

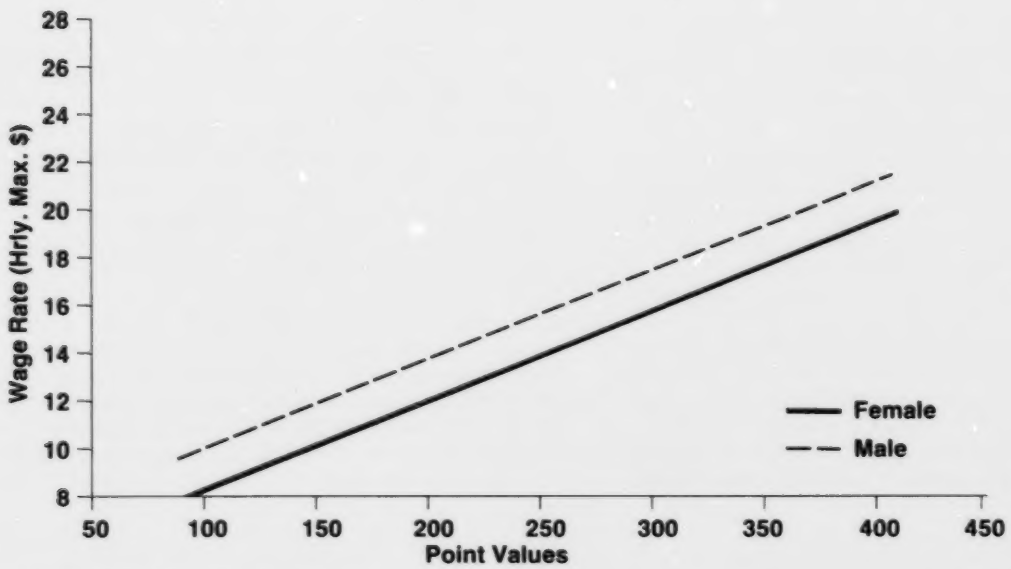
At the same time, in order to maintain the historical, negotiated relationships and to preserve traditional career routes, the relativities between female classes were largely preserved. For example, if a female-dominated class was 10¢ above the original female pay line, when the line was adjusted upward, it would be 10¢ above the male line.

On September 29, 1987, the Manitoba Civil Service and the Manitoba Government Employees' Association (MGEA) completed pay equity negotiations and signed a memorandum of agreement.

Manitoba Civil Service

Female and Male Salary Lines

(Pre-Pay Equity: 1987)



SOURCE: Civil Service Commission

Wage Adjustments

Wage adjustments began immediately, retroactive to September 26, 1987 for 4,978 civil service employees working in female-dominated job classes. The result was that about 52 percent of all female employees in the civil service received pay equity wage adjustments. Of those employees, 408 were males working in traditionally female jobs. They also received wage adjustments.

Female-Dominated Job Classes Receiving Pay Equity Wage Adjustments

	Examined	Adjusted
MGEA (10/70's)	48	40
Excluded 10/70's	2	2
MGEA Additionals (fewer than 10)	31	20
Excluded additionals	1	1
Total	**82**	**63**

More information on adjusted classes is illustrated in Appendix B.

The Pay Equity Act states that no employer is required to allocate more than 1% of the previous year's total payroll for pay equity wage adjustments and that there are four years to phase-in the adjustments. The civil service/MGEA agreement will require 3.3% of payroll, less than 1% per year for four years.

Increases ranged up to $3.27 per hour, with the average increase being $1.87 (approximately 15 per cent over four years). The complete list of adjusted job classifications can be found in Appendix C. By the end of four years the result will be the elimination of a dual wage structure and the establishment of a single wage structure, with an increase for women in MGEA components from $.86 in 1986 (pre-pay equity adjustments) to $.93 for each $1.00 paid to men. When civil service employees not covered by the MGEA agreement were included in the total, women's average salaries increased from $.82 in 1986 (pre-pay equity adjustments) for each $1.00 paid to their male counterparts, to $.87.

Conclusion

The final stage in the pay equity implementation process was to do an assessment of the impact of pay equity adjustments on the wage gap between men and women workers in the civil service.

Average hourly wages were computed for men and women employees at two points in time: 1986 (pre-pay equity) and 1991, after completion of the total four-year adjustment. These hourly rates were determined for all male and female employees who were members of the MGEA and for government overall including MGEA members, employees belonging to a professional association or non-unionized employees.

As displayed in the table below, in 1986, women in the MGEA received 86% of the average hourly wages of men, demonstrating a gender wage gap of 14%. After pay equity adjustments, it is projected that women will be paid an average hourly rate that is 93% of the male wages, showing a marked closure of the wage gap by 50% from 14% to 7%.

In the government overall, women in 1986 had average hourly wages which were 18% less than males. With pay equity adjustments, it is projected that the average hourly wages for women will increase to 87% of the average for men, a closure of 28% of the gender differential.

The closure of the gender wage gap is less significant for all government employees in contrast to MGEA members. This is not surprising since non-MGEA members include 563 males (compared with 89 females) in professional and executive positions such as lawyers, engineers, auditors and upper-level management positions. The table shows that the average hourly wages for males increases with the inclusion of these employees from $14.96 to $16.27 following pay equity adjustments.

In conclusion, it should be noted that pay equity implementation resulted in a significant reduction of the wage gap within the civil service. This is particularly apparent for workers who were members of the MGEA where the gender wage gap was decreased by 50% through the pay equity process. This further demonstrates that women's occupational segregation into traditionally female jobs which are undervalued is by far the most important factor influencing the wage gap and that pay equity is an effective means of reducing the impact of this factor.

Manitoba Civil Service

Pre and Post Pay Equity Implementation
Average Hourly Wages by Gender and Pay Ratios

	Average Hourly Wage (Weighted)	
	1986 Pre Pay Equity	Projected Estimates Post Pay Equity
Manitoba Government Employees' Association (MGEA)		
Females	$12.91	$13.92
Males	$14.96	$15.02
All Employees	$14.01	$14.52
Female/Male Pay Ratio	0.86	0.93
Total Civil Service		
Females	$13.27	$14.26
Males	$16.27	$16.34
All Employees	$14.94	$15.42
Female/Male Pay Ratio	0.82	0.87

NOTE: Projections based on total pay equity adjustments with no other increases.
SOURCE: Civil Service Commission: 1987

Crowns, Hospitals and Universities

Crown entities, 23 hospitals and 4 universities named in The Pay Equity Act (Appendix D) appointed Pay Equity Officers to oversee the pay equity process within their organizations.

As outlined earlier, the act obliged negotiating teams to include job classes with more than 10 employees, 70 per cent dominated by men or 70 per cent dominated by women. Again, parties could negotiate inclusion of additional classes with fewer than 10 employees, which most did.

The Pay Equity Act relies on a collectively bargained process, enabling the details of implementation to be negotiated within each organization between the employer and representatives of the employees. Thirty unions and employee associations (Appendix E) participated in negotiations to complete their first agreements. Some unions negotiated in several entities.

Negotiations included selection of a single, gender-neutral job evaluation system and selection of gender-dominated job classes to be included in the pay equity process. A "gender-neutral" system is one which is applied to both male and female classifications, and is free of gender-bias in its application. Half the entities selected a pre-packaged job evaluation system, half designed or adapted systems in-house or with the assistance of the bureau and/or a consultant. The 23 hospitals and their nine unions have chosen to negotiate as a single unit.

These organizations employ approximately 38,000, 54% in female-dominated job classes. A more comprehensive breakdown of employee counts can be found in Appendix F.

Each organization successfully completed its first phase according to the timeframe outlined in the act. All filed first agreements with the Pay Equity Bureau by the required date, July 30, 1987, outlining the job evaluation system selected and the classes to be included.

All have moved to the next phase, evaluating the job gender-dominated classes and negotiating wage adjustments. Organizations have until September 30, 1988 to complete their second phase and must file an agreement with the bureau within a month.

Appendix A
Manitoba Civil Service: 1985

Summary of Gender-Dominated Classes[1] by Employee Group

Employee Groups	Female-Dominated Classes			Male-Dominated Classes			Total Number of Gender-Dominated Classes		
	Number of Classes	% of Employee Group	% of Total Female-Dom Classes	Number of Classes	% of Employee Group	% of Total Male-Dom Classes	Number of Classes	% of Employee Group	% of Total Gender-Dom Classes
1. Man. Government Employees' Association (MGEA)									
Administration	1	2.1%	2.0%	15	11.2%	10.2%	16	8.8%	8.1%
Clerical	21	43.8%	42.0%	4	3.0%	2.7%	25	13.7%	12.7%
Corrections	0	0.0%	0.0%	6	4.5%	4.1%	6	3.3%	3.0%
Education	5	10.4%	10.0%	1	0.7%	0.7%	6	3.3%	3.0%
Health	7	14.6%	14.0%	2	1.5%	1.4%	9	4.9%	4.6%
Legal, Insp. & Reg.	3	6.3%	6.0%	23	17.2%	15.6%	26	14.3%	13.2%
Physical Sciences	0	0.0%	0.0%	29	21.6%	19.7%	29	15.9%	14.7%
Social Sciences	6	12.5%	12.0%	10	7.5%	6.8%	16	8.8%	8.1%
Trades, Op. & Serv.	5	10.4%	10.0%	44	32.8%	29.9%	49	26.9%	24.9%
MGEA Sub-Total	**48**	**100.0%**	**96.0%**	**134**	**100.0%**	**91.2%**	**132**	**100.0%**	**92.4%**
2. Professional Assoc.[2]									
MACA	0	0.0%	0.0%	2	28.6%	1.4%	2	28.6%	1.0%
MMA	0	0.0%	0.0%	0	0.0%	0.0%	0	0.0%	0.0%
LALA	0	0.0%	0.0%	1	14.3%	0.7%	1	14.3%	0.5%
OPEEPM/PIPS	0	0.0%	0.0%	4	57.1%	2.7%	4	57.1%	2.0%
Professional Sub-Total	**0**	**0.0%**	**0.0%**	**7**	**100.0%**	**4.8%**	**7**	**100.0%**	**3.6%**
3. Excluded									
Non-Executive Excluded	2	100.0%	4.0%	0	0.0%	0.0%	2	25.0%	1.0%
Executive Excluded	0	0.0%	0.0%	6	100.0%	4.1%	6	75.0%	3.0%
Excluded Sub-Total	**2**	**100.0%**	**4.0%**	**6**	**100.0%**	**4.1%**	**8**	**100.0%**	**4.1%**
TOTAL CLASSES	**50**		**100.0%**	**147**		**100.0%**	**197**		**100.0%**

[1]Gender-Dominated Classes — 10 or more incumbents, 70% or more gender-dominated

[2]Professional Associations: MACA — Manitoba Association of Crown Attorneys
MMA — Manitoba Medical Association
LALA — Legal Aid Lawyers Association
OPEEPM/PIPS — Organization of Professional Engineers Employed by the Province of Manitoba/ Professional Institute of Public Servants

NOTE: Percentages may not add to one hundred due to rounding

SOURCE: Compensation Services, Civil Service Commission, October 1, 1985

Appendix B
Manitoba Civil Service: 1987

Total Evaluated and Adjusted Female Classes by Employee Group

Employee Groups	Fem-Dom[1] Classes (10/70) Evaluated	Additional[2] Female Classes Examined	Adjusted Female Classes			
			Fem-Dom Classes (10/70)	Additional Female Classes	Total Female Classes	% of Total Female Classes Adjusted
1. Man. Government Employees' Association (MGEA)						
Administration	1	0	1	0	1	1.6%
Clerical	21	14	21	14	35	55.6%
Corrections	0	0	0	0	0	0.0%
Education	5	4	2	0	2	3.2%
Health	7	8	7	3	10	15.9%
Legal, Insp. & Reg.	3	0	2	0	2	3.2%
Physical Sciences	0	0	0	0	0	0.0%
Social Sciences	6	3	2	1	3	4.8%
Trades, Op. & Serv.	5	2	5	2	7	11.1%
MGEA Sub-Total	**48**	**31**	**40**	**20**	**60**	**95.2%**
2. Professional Assoc.[3]						
MACA	0	0	0	0	0	0.0%
MMA	0	0	0	0	0	0.0%
LALA	0	0	0	0	0	0.0%
Opeepm/Pips	0	0	0	0	0	0.0%
Professional Sub-Total	**0**	**0**	**0**	**0**	**0**	**0.0%**
3. Excluded						
Non-Executive Excluded	2	1	2	1	3	4.8%
Executive Excluded	0	0	0	0	0	0.0%
Excluded Sub-Total	**2**	**1**	**2**	**1**	**3**	**4.8%**
TOTAL CLASSES	**50**	**32**	**42**	**21**	**63**	**100.0%**

[1]Gender-Dominated Classes — 10 or more incumbents, 70% or more gender-dominated
[2]Additional Female Classes — Classes of less than 10 employees considered female-dominated
[3]Professional Associations: MACA — Manitoba Association of Crown Attorneys
MMA — Manitoba Medical Association
LALA — Legal Aid Lawyers Association
OPEEPM/PIPS — Organization of Professional Engineers Employed by the Province of Manitoba/ Professional Institute of Public Servants

NOTE: Percentages may not add to one hundred due to rounding
SOURCE: Compensation Services, Civil Service Commission, October 1, 1987

Appendix C
Manitoba Civil Service

Pay Equity Wage Adjustments

Class Title	4 Year Adjustment Total Hourly	% Increase
1. Manitoba Government Employees' Association		
Administration		
Admin Officer (AO)	$1.85	12.7%
Clerical		
Acct Clerk 1 (AK1)	$2.15	18.0%
Acct Clerk 2 (AK2)	$2.67	19.7%
Adm Secy to Judge (AYJ)	$2.91	23.6%
Admin Secty 1 (AY1)	$0.71	7.6%
Admin Secty 2 (AY2)	$1.48	14.4%
Admin Secty 3 (AY3)	$2.06	17.9%
Admin Secty 4 (AY4)	$3.12	25.7%
Claims Coding Clerk (CCK)	$1.85	16.9%
Clerk 2 (CL2)	$1.13	11.3%
Clerk 3 (CL3)	$1.91	16.3%
Clerk 4 (CL4)	$2.90	22.1%
Clerk 5 (CL5)	$1.85	12.7%
Clerk Typist 1 (CT1)	$0.65	7.2%
Clerk Typist 2 (CT2)	$1.13	11.3%
Clerk Typist 3 (CT3)	$1.87	16.5%
Computer Oper 1 (OP1)	$1.49	13.2%
Computer Oper 2 (OP2)	$2.30	16.9%
Keypunch Oper 2 (KO2)	$1.41	13.3%
Keypunch Oper 3 (KO3)	$2.06	17.9%
Switchbd Oper 2 (SW2)	$1.13	11.3%
Word Processor 2 (WP2)	$2.06	17.9%
Education		
Language Spec 3 (LG3)	$0.00	.0%
Librarian 2 (LN2)	$0.00	.0%
Library Tech 1 (LY1)	$2.04	17.4%
Library Tech 2 (LY2)	$2.54	19.4%
Teach of Deaf 2 (TF2)	$0.00	.0%
Health		
Dental Asst 2 (DA2)	$2.03	17.6%
Dental Nurse (DLN)	$1.04	6.6%
Institutional Spvr 1 (IR1)	$3.27	30.2%
Lab Assistant 2 (LA2)	$0.70	7.3%
Lic Pract Nurse (LPN)	$2.97	25.2%
Med Technologist 1 (MG1)	$2.29	17.2%
Nurse 1 (N1)	$1.43	9.6%
Legal, Inspection, & Regulatory		
Clerk of Court 1 (CC1)	$1.69	14.2%
Clerk of Court 2 (CC2)	$0.00	.0%
Court Reporter 2 (CR2)	$2.32	15.1%
Social Sciences		
Day Care Co-Ord (CDO)	$0.00	.0%
Econ Security Counlr 1 (EB1)	$0.75	5.5%
Hlth Soc Dev Spec 2 (HS2)	$0.00	.0%
Hlth Soc Dev Spec 3 (HS3)	$0.00	.0%

Appendix C
Manitoba Civil Service

Pay Equity Wage Adjustments

Class Title	4 Year Adjustment Total Hourly	% Increase
MGEA — CONTINUED		
Home Economist 2 (HE2)	$0.00	.0%
Residence Counslr (RCR)	$2.32	17.1%
Trades, Operations & Services		
Cook 1 (CK1)	$1.39	13.3%
Cook 2 (CK2)	$2.26	20.9%
Cook 3 (CK3)	$2.84	25.4%
Service Worker 1 (SK1)	$0.65	7.2%
Service Worker 2 (SK2)	$1.31	12.8%
2. Excluded		
Secretary to Dep Min	$2.63	19.4%
Secretary to Min	$1.85	12.7%
3. Additional		
MGEA — Clerical		
Acct Machine Oper 2 (AM2)	$1.85	16.9%
Acct Machine Oper 3 (AM3)	$2.15	18.0%
Admin Secty Chief Justice (AYC)	$2.91	21.4%
Calc Machine Clerk (C2C)	$0.78	7.5%
Computer Oper 3 (OP3)	$1.12	7.4%
Keypunch Oper Supv 1 (KO1)	$2.06	15.2%
Keypunch Oper Supv 2 (KO2)	$1.85	12.7%
Med Records Tech (MRT)	$2.90	22.1%
Microfilm Oper (MFO)	$1.13	11.3%
Switchboard Oper 3 (SW3)	$1.87	16.5%
Word Processor 3 (WP3)	$1.85	14.1%
Word Processor 4 (WP4)	$1.85	13.6%
Word Processor 5 (WP5)	$1.85	12.7%
Word Processor 6 (WP6)	$1.95	11.8%
MGEA — Health		
Dental Assist 1 (DA1)	$2.03	18.8%
Inst Supv 2 (IR2)	$3.27	27.5%
Inst Supv 3 (IR3)	$3.27	25.7%
MGEA — Social Services		
Home Advisor 2 (HV2)	$0.75	5.5%
MGEA — Trades		
Inst Hairgroomer (IH)	$1.31	12.8%
Inst Hairgroomer Charge (IHC)	$1.31	12.3%
Excluded		
Admin Secty Premier	$1.85	11.4%

SOURCE: Manitoba Civil Service Commission, Compensation Services: 1987

Appendix D

Organizations Implementing Pay Equity Under The Pay Equity Act

CROWN ENTITIES

A. E. McKenzie Company Ltd.
Alcoholism Foundation of Manitoba
Channel Area Loggers
Communities Economic Development Fund
Leaf Rapids Town Properties
Manfor Limited
Manitoba Agricultural Credit Corporation
Manitoba Centennial Corporation
Manitoba Crop Insurance Corporation
Manitoba Data Services
Manitoba Development Corporation
Manitoba Hydro
Manitoba Liquor Control Commission
Manitoba Mineral Resources Limited
Manitoba Oil and Gas Corporation
Manitoba Public Insurance Corporation
Manitoba Telephone System
Moose Lake Loggers Limited
Venture Manitoba Tours
Workers Compensation Board

EXTERNAL AGENCIES

Hospitals

Bethesda Hospital
Brandon General Hospital
Churchill Hospital
Concordia Hospital
Deer Lodge Hospital
Dauphin Hospital
Flin Flon Hospital
Grace Hospital
Health Sciences Centre
Manitoba Cancer Foundation
Misericordia Hospital
Morden District Hospital
Morris Hospital
Portage Hospital
Selkirk Hospital
Seven Oaks Hospital
St. Amant Centre
St. Boniface Hospital
Swan River Hospital
The Pas Hospital
Thompson Hospital
Victoria Hospital
Winkler Hospital

Universities

Brandon University
College universitaire de St. Boniface
University of Manitoba
University of Winnipeg

Appendix E

Unions and Associations Involved in Implementation of The Pay Equity Act

AESES	Association of Employees Supporting Education Services
AMHSSE	Association of Manitoba Hydro Staff and Supervisory Employees
BUFA	Brandon University Faculty Association
CAIMAW	Canadian Association of Industrial Mechanical & Allied Workers
CCSB	L'Association des Professeurs du College communautaire de Saint-Boniface
CUSB	L'Association des Professeurs du College universitaire de Saint-Boniface
CPU	Canadian Paperworkers Union
CUEW	Canadian Union of Educational Workers
CUEW	Canadian Union of Electrical Workers
CUPE	Canadian Union of Public Employees
CWC	Communications (and Electrical) Workers of Canada
	Employee Representatives of Manitoba Hydro Professional Engineers
GCIU	Graphic Communication International Union
IATSE	International Alliance of Theatrical Stage Employees
IBEW	International Brotherhood of Electrical Workers
IUOE	International Union of Operating Engineers
IWA	International Woodworkers of America
MAHCP	Manitoba Association of Health Care Professionals
MFCW	Manitoba Food and Commercial Workers
MGEA	Manitoba Government Employees' Association
MONA	Manitoba Organization of Nurses' Association
PIPSC	Professional Institute of the Public Service of Canada
PSAC	Public Service Alliance of Canada
SEIU	Service Employees' International Union
TEAM	Telecommunications Employees Association of Manitoba
	University of Manitoba Dental Clinic Staff Association
UMFA	University of Manitoba Faculty Association
	University of Manitoba Police Association
UWFA	University of Winnipeg Faculty Association
UWFA (Collegiate)	University of Winnipeg Faculty Association (Collegiate)

Appendix F

Crown Entities, Universities and Hospitals Employee Profile

	Crown Entities	Universities	Hospitals
Total Number of Organizations	20	4	23
Total Number of Employees	13,231	7,528	17,165
Women — Number	4,538	3,276	14,852
— Per cent	34%	44%	86%
Men — Number	8,693	4,252	2,314
— Per cent	66%	56%	14%
Total Employees in Female-Dominated Classes Eligible for Pay Equity Wage Adjustments			
— Number	3,610	2,096	14,645
— Per cent	27%	28%	85%
Women in Female-Dominated Classes Eligible for Pay Equity Wage Adjustments			
— Number	3,332	1,672	14,645
— Per cent	73%	51%	99%

Source: Pay Equity Bureau
First Agreements, June 1987